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GENERAL GUIDE

TO A

COMMISSION

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IN

HIS MAJESTY'S LAND FORCES

(REGULAR ARMY, SUPPLEMENTARY RESERVE AND TERRITORIAL ARMY)

1930

By Command of the Army Council,

H. J. Creedy
A.C.I.

THE WAR OFFICE,
7th April, 1930.

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PLATE I.

FIELD-MARSHAL HIS MAJESTY KING GEORGE V.

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General Guide to a Commission in His Majesty's Land Forces

(Regular and Territorial Army and Supplementary Reserve)

INTRODUCTION

The choice of a profession can seldom be a matter of general principles. It is inevitably an extremely personal question to be answered according to the special aptitudes of the man himself. It is largely determined also by his environment, his school life, and the attitude of his parents. Furthermore, the value of a profession cannot be estimated entirely in the material terms of salaries, pensions, and hours of work, for these are only partially the means to a satisfactory life, and many will be attracted by a career which gives an opportunity for service.

In order to dispel a considerable amount of ignorance and to give those who have not yet decided on their future profession an idea of what His Majesty's land forces consist, and of the kind of life open to those who select the Regular Army as their career, this pamphlet has been compiled.

For those who have already decided upon their profession, a description is also given of the various ways, other than by joining the Regular Army, in which they can make use of their preliminary training in the Senior or Junior branches of the Officers Training Corps for the benefit of the Country and the Empire.

In order to assist candidates in the selection of their corps, a description of the duties of the several corps has been given, while the methods of obtaining a commission will be

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found in the last paragraph of the appropriate section for each branch of His Majesty's Land Forces.

This pamphlet is issued for general guidance only. The " Pay Warrant " and " Allowance Regulations " contain the rules governing appointment, promotion, retirement, pay and allowances, etc., while there are Supplementary Reserve Regulations and Regulations for the Territorial Army for these two forces. These regulations may be purchased through any bookseller.

Details regarding a commission in the Indian Army will be found in the pamphlet " His Majesty's Indian Army," which may be obtained from the Secretary, Military Department, India Office, London, S.W.1.

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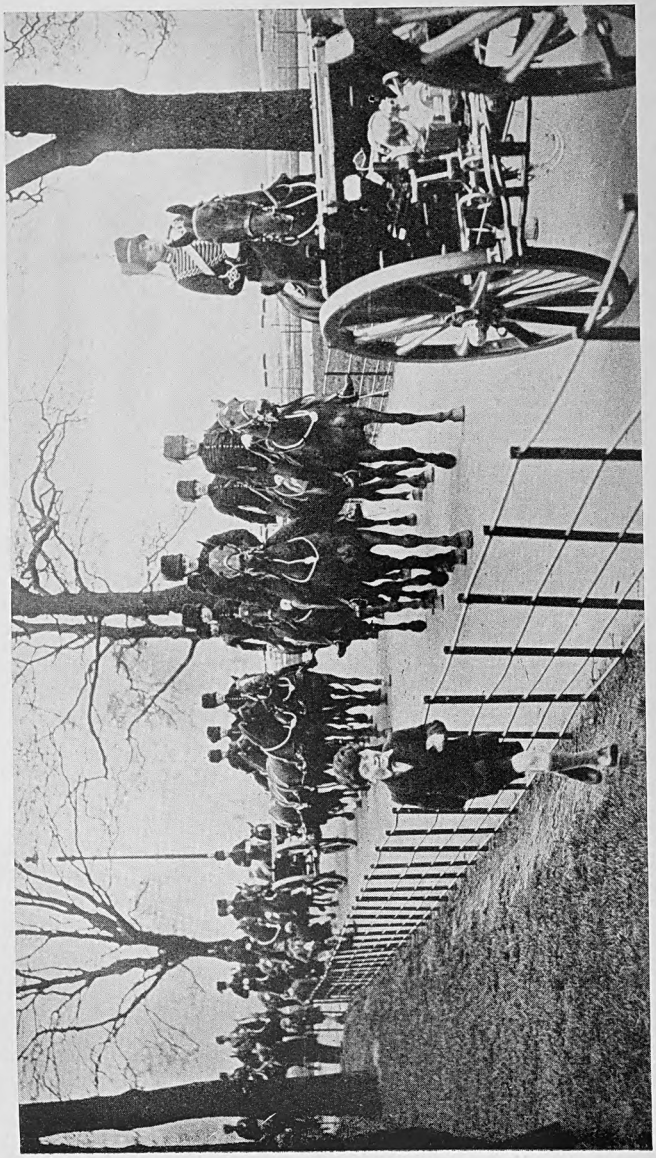

M Battery, Royal Horse Artillery.

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I. REGULAR ARMY.

1. *Object.*

The Regular Army is the standing Army, maintained for the safety of the United Kingdom and the defence of the possessions of His Majesty's Crown, and it is authorized annually by Parliament.

2. *Composition.*

The Regular Army comprises the following :—

Household Troops.

Two regiments of cavalry—the Life Guards and the Royal Horse Guards—are stationed in London and at Windsor.

There are five regiments (10 battalions) of Foot Guards—Grenadier, Coldstream, Scots, Irish, and Welsh Guards. At present 5 battalions are stationed in London, 3 at Aldershot, 1 at Windsor, and 1 in Egypt.

Cavalry of the Line.

Cavalry regiments comprise Dragoons, Lancers, and Hussars. The cavalry regiment is organized in war into a Regimental Headquarters, a machine gun squadron (3 machine gun and 1 anti-tank troop) and two sabre squadrons, each of 4 troops. The troop is the subaltern's normal command. The whole of the regimental transport and the machine gun squadron are mechanized, so that the mobility of a cavalry regiment both as regards speed and range has been considerably increased. The 11th Hussars and the 12th Lancers have been converted into armoured car regiments.

Royal Regiment of Artillery.

Royal Horse Artillery.—Horse artillery batteries (13-pdr. guns) work in co-operation with cavalry.

Royal Artillery.—Horse-drawn field batteries (18-pdr. guns and 4·5″ howitzers) form part of divisions. Field batteries forming part of army field artillery brigades are drawn by mechanical tractors. These mechanized batteries, being able to cover long distances quickly, may be used to work with cavalry formations, or to re-inforce any particular area.

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Light batteries (in India, mountain batteries) are used for the close support of infantry. Experiments are being made with horse-drawn and mechanized 3·7″ howitzer batteries and with mortars.

Medium batteries (60-pdr. guns and 6″ howitzers) are used to engage targets for which field artillery has not sufficient range or shell power. There is also a mobile heavy brigade (6″ gun, 8″ and 9·2″ howitzer batteries).

Anti-aircraft batteries (3″) are mechanized, the guns being mounted on lorries. Considerable improvements in anti-aircraft gunnery have been made since the Great War.

Fixed heavy batteries are used for coast defence.

The section of 2 guns is the subaltern's normal command.

There is also an artillery survey company. Its object is to enable the relative positions of guns and likely targets to be plotted rapidly and with such accuracy that the guns can open effective fire suddenly without previous registration.

Royal Engineers.

The field squadron is responsible for all field engineering required by the cavalry division.

A division has 3 field and 1 field park companies. Each field company, of 4 sections, carries tools and explosives, but no material. The subaltern's command is the section, which has its own transport and can be detached for independent duty if required. The 17th Field Company has been mechanized, and it is probable that others will be converted. The field park company has a mobile workshop and bridging equipment, but exists as a cadre only in peace with no officers.

The interest and variety of field engineering is constantly increasing with the requirements of modern armies, while the mobility of mechanized forces has emphasized the ever important work of bridging.

Fortress companies are employed in manning the searchlights for and maintaining coast defence batteries.

Two railway companies are stationed at Longmoor.

The anti-aircraft searchlight battalion works with the mobile anti-aircraft batteries R.A.

The survey battalion is employed on Ordnance Survey work. It supplies sections for special work and personnel for boundary commissions all over the world.

In addition to being posted to the units mentioned above, many officers are employed on duties such as the construction and maintenance of barracks, camps, fortifications and roads, electrical and mechanical duties, and in India on public works, survey, and railways.

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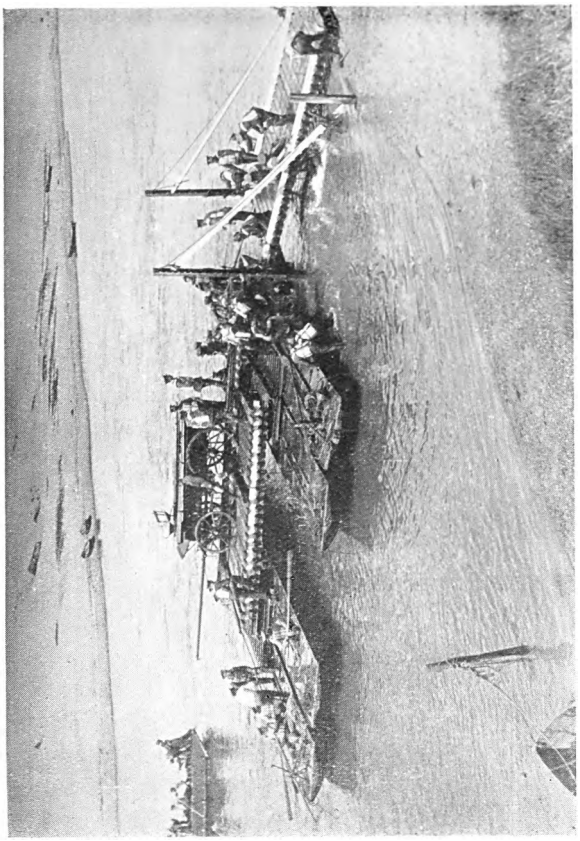

PONTOON BRIDGING—ROYAL ENGINEERS.

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PLATE IV.

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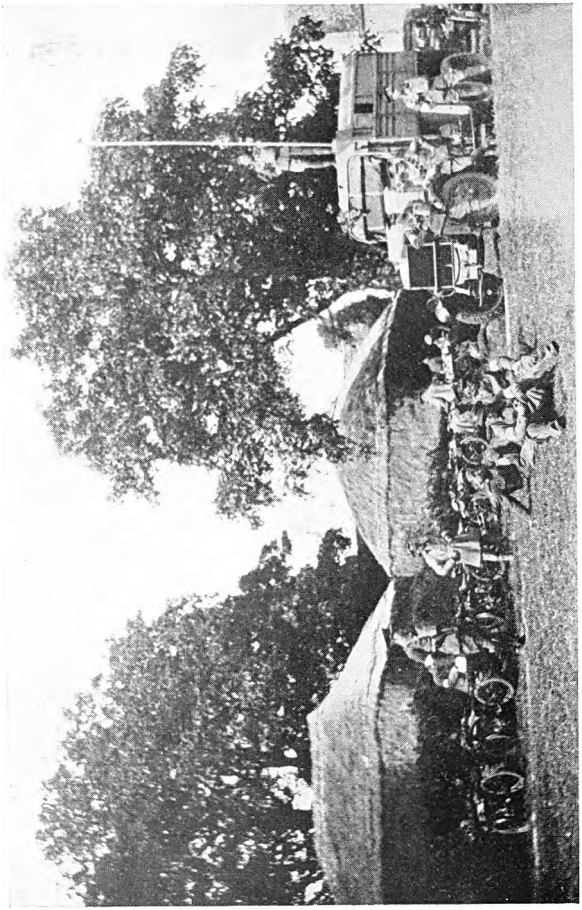

MOBILE WIRELESS SET—ROYAL CORPS OF SIGNALS.

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All Royal Engineer officers go to Cambridge University as part of their training, while second lieutenants, and take an Honours Course in Mechanical Science. As the fees are paid from Army Funds, officers have to sign an honourable undertaking to continue to serve for five years after the completion of the Course. In addition to its great educational advantage, this qualification, combined with the practical experience an officer may subsequently acquire, is of great value towards securing a civil engineering appointment when he wishes to retire.

Royal Corps of Signals.

There are signal units with all formations for intercommunication by means of visual signalling, line and wireless telegraphy or telephony and by dispatch riders. The use of wireless is being extended and technical progress is continuous. In the process of organizing these means of communication, officers of this corps, even in the junior ranks, have exceptional opportunities for seeing and co-operating in the work of all arms of the army.

Infantry of the Line.

The titles of the 64 regiments, the location of their depots, and other particulars, are given in the Monthly Army List. These regiments have national and county connections, and as far as possible officers, if so desirous, are appointed to regiments with which they have family or territorial associations.

The infantry battalion at war establishment consists of a Headquarter Wing, machine gun company, and 3 rifle companies. The Headquarter Wing includes signals, intelligence section, and 4 anti-tank guns, which will probably be mechanized. The machine gun company has 4 platoons, each of 4 machine guns, and armoured carriers for these are under trial. Each of the 3 rifle companies consists of 4 platoons, each of 2 rifle and 2 Lewis gun sections. The platoon is the subaltern's normal command.

Royal Tank Corps.

A tank battalion, equipped with medium tanks, consists of 3 companies, each of 3 sections. The section of 5 tanks is commanded by a captain in one tank, 2 subalterns each commanding a sub-section of 2 tanks.

Light tanks are being experimented with.

There are also armoured car companies, Royal Tank Corps, in India.

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Young officers will in future receive instruction at the Military College of Science in addition to the courses in driving and maintenance of tracked vehicles which they attend at the Royal Tank Corps School.

Royal Army Service Corps.

The Royal Army Service Corps is responsible for the feeding of the Army and for the transport of all supplies, ammunition, and military stores. The Corps is organized into supply and mechanical transport companies and one horse transport company.

A Division in war has three R.A.S.C. M.T. Companies—1 for supply, 1 for baggage, and 1 for ammunition.

Each M.T. Company has a mobile workshop and carries out repairs of its own vehicles.

Officers who show an aptitude for motor engineering are given such technical and practical training at the R.A.S.C. Training College and with civilian firms, as will enable them to pass the examination for Associate Membership of the Institute of Mechanical Engineers—a valuable qualification in civil life.

Royal Army Medical Corps.

The Royal Army Medical Corps is responsible for the maintenance of health and prevention of disease in the military forces at home and abroad.

A keen medical officer finds plenty of scope for professional work in the Army. There are large and well-equipped military hospitals at the more important military stations and also families' hospitals for the care of women and children. These provide opportunities for professional work of a varied kind, both medical and surgical.

A post-graduate course of five months at the Royal Army Medical College, which is obligatory before the promotion to the rank of Major and which includes attendance at London hospitals, is provided at the public expense, and at the end of this course specially selected officers undergo a further course varying from four to six months according to subject, with a view to qualifying as specialists.

In war every battalion, etc., has its regimental medical officer who arranges for the collection of wounded by the regimental stretcher bearers and for the first treatment of sick and wounded. Further treatment and evacuation are carried out by medical units, such as field ambulances, casualty clearing stations, general and stationary hospitals, hospital trains, and hospital ships.

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PLATE V.

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[*Photo.: Sport & General Press Agency.*

ARMOURED MACHINE GUN CARRIERS WITH TRAILERS—THE KING'S OWN YORKSHIRE LIGHT INFANTRY

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The Army Dental Corps.

The Army Dental Corps is responsible for providing a high standard of dental treatment for the soldier and so preventing any wastage which may be directly or indirectly due to dental disease. Officers of the corps are further required to deal with those injuries of the jaws and face which come within the scope of the dental surgeon.

Officers are posted to most military stations in peace and are attached to medical units in war.

A keen dental officer finds plenty of scope for his ability in the Army, where the maintenance of the highest degree of physical fitness is of the first importance.

Royal Army Ordnance Corps.

The Royal Army Ordnance Corps is responsible for supplying, inspecting, and repairing the equipment of the Army.

The carrying out of these duties involves the employment of officers with various qualifications, who are classified as follows :—

The Directing Staff.—The command, administration, and general management of the corps and its work are carried out by officers who have served with other arms of the Service and have thus gained military experience before receiving instruction in technical equipments and business methods which qualifies them for the carrying out of their special duties.

The Executive Establishment.—The detailed executive work of accounting, etc., is performed under the supervision of officers promoted from the ranks, thus creating an excellent incentive for zeal and efficiency within the personnel of the corps.

The Mechanical Engineering Staff.—Technical duties in connection with inspection and repair of armaments and armoured fighting vehicles and all forms of mechanical transport (other than that forming part of R.A.S.C. units) are carried out by fully qualified mechanical engineers who are recruited direct from civil life, receiving special training in military equipments on appointment.

There are also a number of officers promoted from among the artificers of the corps as Assistant Mechanical Engineers or Assistant Inspectors of Armourers, thus affording excellent prospects to high grade artificers.

Officers of this corps become conversant with business methods and are consequently well qualified to take up work in civilian life on retirement if they so wish.

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Royal Army Veterinary Corps.

The officers of the Royal Army Veterinary Corps are charged with the care of sick and injured animals of the Army and the administration of Veterinary Hospitals and Army Veterinary Educational Institutions.

They are responsible for recommending any measures which conduce to the health, general welfare and efficiency of animals, or mitigate or prevent disease and wastage among them during peace and war.

It is their duty to advise on all veterinary matters relating to horsemastership, stables, camps, animal transports, forage, forges, shoeing, sanitation, and casting.

In peace veterinary officers are placed in charge of the horses of certain units. In war, mounted units, such as cavalry regiments and field artillery brigades, each have a veterinary officer, while there are veterinary units, such as mobile veterinary sections and veterinary hospitals.

Those joining this corps have an opportunity of practising their profession under pleasant conditions and with a great variety of experience in the animal diseases met with in India, Egypt, the Sudan, etc.

Royal Army Chaplains' Department.

There are army Chaplains of the various denominations to minister to the spiritual welfare of the troops at most stations in peace. In war they are attached to formations and to medical units.

Royal Army Pay Corps.

In peace Paymasters are allotted to certain stations and supervise the pay, allowances, and accounts of the Army.

In war they also act as field cashiers.

Army Educational Corps.

Officers of the Army Educational Corps supervise general education in the Army. The instruction of recruits and enlisted boys, and the advanced instruction required for the 1st Class Certificate of Education, is carried out by Warrant and N.C.O. instructors of the corps. The normal education of soldiers in a unit is carried out by regimental N.C.Os. under the supervision of a regimental officer, the officer and N.C.Os. selected being trained at a School of Education.

3. *Distribution.*

The Regular forces at Home form the nucleus of an expeditionary force of 5 divisions and 1 cavalry division in the event of war.

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Approximately half the Regular Army is stationed abroad, principally in India, where the regular units are grouped with those of the Indian Army to form the Army in India. The latter is organized into a field army, of 4 divisions and 4 cavalry brigades, covering troops amounting to approximately 12 infantry brigades, and internal security troops. Details regarding a commission in the Indian Army will be found in the pamphlet " His Majesty's Indian Army," which may be obtained from the Secretary, Military Department, India Office, London, S.W.1.

The British Troops in Egypt are organized into 1 cavalry and 2 infantry brigades. Most other regular units abroad form the garrisons of the naval bases or fuelling stations at Gibraltar, Malta, Ceylon, Singapore, Hong Kong, Mauritius, Bermuda, and Jamaica. The sea-power of the British Empire has been built up by the Navy acting from bases which the Army has secured, and the Royal Air Force also rely on the Army to protect their bases. Army officers serving at these stations are encouraged to make the most of their opportunities for meeting officers of the Royal Navy and the Royal Air Force at work and play so that they may co-operate together in the event of war.

There are also local forces, mostly under the Colonial Office. In Africa the Royal West African Frontier Force, King's African Rifles, and the Sudan Defence Force, and in Asia the Trans-Jordan Frontier Force and the Iraq Levies, the last named being administered by the Air Ministry. A number of British officers are also attached to the Iraq Army in an advisory capacity. British officers of these forces are seconded from the Regular Army. The Land Forces of the British Overseas Dominions, of other colonies, protectorates, and mandated territories, are raised locally. Further details are given in the Monthly Army List.

4. *General Conditions of Service.*

The Regular Army offers a candidate a healthy, open-air profession with a fair wage from its commencement at about the age of 20, and the prospect of a gratuity or retired pay on retirement after the necessary qualifying service. An allowance is given on first appointment towards the cost of uniform and equipment, but the candidate must supply himself with a good civilian outfit in addition. A small allowance, especially during his three years' service as a 2nd Lieutenant, will help him considerably, but is not essential, though in most units the majority of the officers have some private means. An officer sees a good deal of the world during his service, travelling

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free. An officer is eligible for free medical attendance for himself, his wife and children when he resides near stations where military facilities for medical attendance exist. An officer may also be admitted to a military hospital if suitable accommodation is available. Officers are allowed a maximum of sixty-one days' leave annually with full pay and allowances.

The varied duties of the different corps allow ample scope for individual talent.

5. *Training.*

Work in the army in peace time consists of training for war in any part of the world where the Army may be called upon to play its part. This training is classified as either individual or collective training.

The object of individual training is to prepare the individual for the duties which he will be required to carry out in war, while that of collective training is to render units and formations capable of manœuvre and co-operation in battle. In the United Kingdom individual training takes place usually from October to February and collective training from March to September.

In the case of the officer, the system of individual training is designed to cultivate the qualities required for sound and able leadership, so that all may have a chance of attaining the higher posts of the Army.

The course of instruction now being adopted at the cadet colleges is designed to continue the general education commenced at school with a view to giving the future officer a broad view of his profession as a whole and his responsibilities as a servant of the State. In addition, its object is to develop the essential military characteristics of leadership, discipline and physical fitness.

On this foundation the training of the young officer in the technical duties of his profession is completed in the unit which he joins, where he is encouraged to study the broad problems of the day, especially those that affect the Empire and modern developments. The officer in the Army to-day must be able to absorb fresh ideas and to assist in adapting the latest scientific developments to military use.

During the first two or three years of his service the young officer is sent to various schools to qualify as an instructor in the technical duties of his arm of the Service. The principal schools are the Small Arms School (Hythe and Netheravon), the School of Artillery (Larkhill), the Military College of Science (Woolwich), the School of Military Engineering (Chatham), the School of Signals (Catterick), the Royal Tank Corps School (Wool), the School of Equitation (Weedon),

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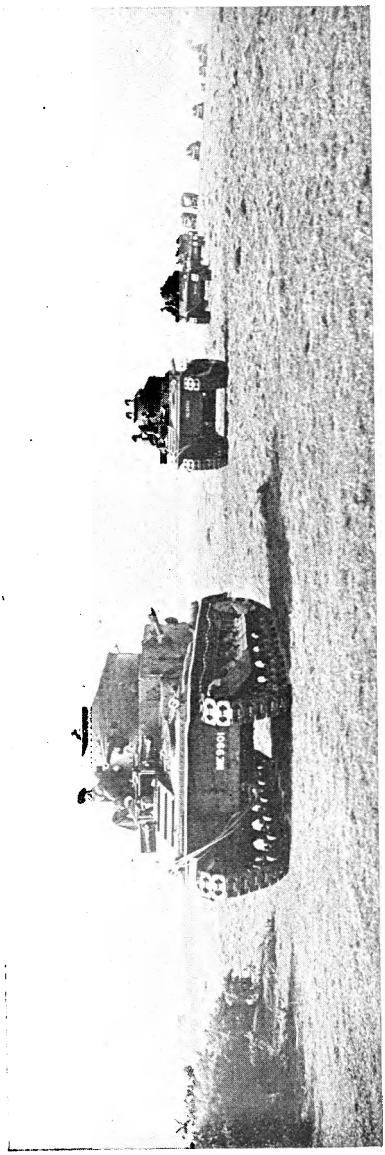

[*Photo.: Sport & General Press Agency.*

TANKS ON MANŒUVRES.

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and the Royal Army Service Corps Training College (Aldershot), with corresponding schools in India.

The instruction of officers in tactics has made great progress with the development of tactical exercises without troops. In these exercises officers are taught to solve problems concerned with larger forces than those they normally command, so as to train them for higher appointments. This instruction can be carried on most easily during the period of individual training when the instruction of men can be carried out largely by N.C.Os.

In collective training, the men of a unit are trained to work together under their commander. The training is progressive, starting, with the section under its corporal in the case of the infantry, and working up by stages to the division under its general.

During the collective training period of any unit, every officer and man on the strength is present as far as possible, routine duties and special employments being performed by units not carrying out training. A commander has thus every facility for training his unit to be fit for active service, which is the criterion by which the unit is judged.

Artillery units go to practice camp annually to fire live shell, while engineer units usually go to camp for bridging and other field engineering work.

For the collective training of formations, such as an infantry brigade, troops usually move out to a tented camp so as to have a sufficiently large area and fresh ground. For divisional training and army manœuvres when held, operations are usually continuous for several days, the troops bivouacing at night, while the supply and baggage arrangements are carried out under service conditions.

6. *Recreation.*

It is the duty of all ranks to keep themselves physically fit and to take every opportunity of healthy exercise.

Mounted officers are supplied with a Government horse which they can use for hunting or polo by paying, at home, £3 a quarter. This fee covers risk to the horse from accidents. Cavalry and artillery officers are allowed free forage for an additional horse. Grooms are found from the officers' unit. Troop horses can be used for hunting and polo by any officer, on payment of 15*s.* a month.

Officers are encouraged to take part in and supervise the games of their men and to see that they are played in the true sporting spirit. Officers can thus gain an insight into the true characters of their men which they cannot obtain so well by other means during times of peace; they will, at

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the same time, develop in themselves powers of leadership which are absolutely essential to military success.

Accordingly, in the Army an officer finds facilities which are probably unequalled in any other sphere of life for games of all sorts. Recreation grounds are authorized for all barracks.

Many civilian clubs for golf and tennis admit officers as " Service Members " at reduced subscriptions with no entrance fee. There are often facilities for shooting and fishing.

7. *Pay.*

On joining, an officer receives an outfit allowance towards the cost of his uniform and equipment. The normal rate of pay for a 2nd lieutenant, including allowances for rations, fuel, and light and lodging, when not provided in kind, amounts to approximately £272 a year, and this rises to £1,189 a year for a married lieutenant-colonel in command of his unit, a rank which the average officer may expect to attain.

An officer under the age of 30 does not receive allowances at the married rate, and an officer who has no private means will be very much handicapped if he marries before that age.

For appointment as adjutant of his unit, a good regimental officer is selected. For the extra work and responsibility of this appointment an officer receives £91 a year additional pay.

An officer who volunteers for service in Africa under the Colonial Office receives increased pay and generally finds the cost of living cheaper than at home. He has special opportunities of widening his interests, having increased responsibility and scope for initiative. He has good opportunities of big game shooting as well as of polo and other games.

An officer can be selected for a tour of language study abroad, his travelling expenses being paid. On passing the standard for a first-class interpreter he obtains monetary awards ranging from £50 in the case of French and German to £120 for Turkish and Arabic. A few officers can also be selected for a three years' course of study in China and Japan at public expense, and on passing the requisite examination obtain monetary grants up to £250.

In addition to monetary awards, officers with linguistic qualifications are eligible for various appointments which demand knowledge of foreign languages.

First rate regimental officers are recommended as being suitable and are then eligible to compete for the Staff College. Staff College graduates below the rank of lieutenant-colonel, who have been employed on the Staff after graduating,

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receive £27 a year additional pay when employed at regimental duty. Officers employed in Staff or Educational appointments, appropriate to their ranks, receive higher pay and allowances than when employed at regimental duty. Details of annual rates of pay and allowances for regimental officers and typical Staff appointments are given in the Appendix.

The officer who rises to the rank of major-general receives a total emolument of about £2,120 a year, while a general officer commanding-in-chief of a 1st Class command receives the equivalent of about £4,000 a year with table money and forage for three horses in addition.

8. *Promotion.*

The conditions of promotion vary with the different corps.

Except in certain corps, officers join as second lieutenants, and are promoted to the rank of lieutenant after three years' service. Promotions to the ranks of captain and major are normally to fill vacancies. In the Royal Artillery, officers who have not yet been promoted, owing to absence of vacancies, are promoted to captain after thirteen years; in the Royal Engineers, Royal Signals, and Royal Army Service Corps to captain after eleven; and in the Royal Engineers and Royal Signals to major after twenty years' service, respectively. Officers are normally promoted quicker than this.

For promotion to these ranks, an officer must be recommended and must pass certain qualifying tests; these tests consist of written and practical examinations and courses at schools of instruction. There is no limit to the number of times an officer may attend an examination, but an officer who has been passed over for promotion has to resign or retire twelve months later unless he is qualified and recommended within that period.

Officers of outstanding merit may be given accelerated promotion to the next higher rank. Also captains and majors may be promoted to the rank of brevet major and brevet lieutenant-colonel, respectively, for good work in peace or war. A brevet lieutenant-colonel who is subsequently promoted to the rank of colonel, takes his seniority in that rank four years after the date of his brevet lieutenant-colonelcy.

Promotion to the rank of lieutenant-colonel and to higher ranks is controlled by the Selection Board. Officers appointed to serve in certain staff appointments and to command certain formations, *e.g.* an infantry brigade, are given the temporary rank of brigadier.

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9. *Resignation, Retirement, and Non-effective Pay.*

Officers can normally resign their commissions at any time before they have become eligible for gratuity or retired pay. Such officers usually join the Regular Army Reserve of Officers or the Supplementary Reserve of Officers.

Officers who voluntarily retire on retired pay or with gratuity are transferred to the Regular Army Reserve to which they must belong until they reach the age limit for their rank.

Combatant officers are allowed to retire with gratuities ranging from £1,000 after ten years', to £1,400 after fourteen years' commissioned service, or to retire on retired pay after fifteen years' commissioned service.

The minimum standard rate of retired pay is £150* a year.

The maximum standard rates of retired pay are:—subaltern and captain £300* a year, major £450,* lieutenant-colonel £600,* colonel £800,* major-general £1,000,* lieutenant-general £1,200,* general £1,400.* A field marshal receives half pay at the standard rate of £1,800* a year whilst unemployed.

Many officers have profited by their Army training and reputation to serve in other spheres. Not many can expect to follow the example of the Duke of Wellington and become Prime Minister, or that of Lord Kitchener and hold the office of Secretary of State for War, but at the present time an army officer is Chief Commissioner of the Metropolitan Police, another Permanent Under Secretary of State for the Colonies, whilst several are governors of overseas territories. Many have served in other Government departments at home and abroad and have helped to consolidate the Empire by administrative work, by surveying, building roads, railways, irrigation works, or research.

When an officer dies his widow or other dependants may, subject to certain rules and limitations, be granted a pension and his children compassionate allowances. Details are given in the Royal Warrant for Pay.

10. *Methods of obtaining a Regular Commission.*

(*a*) *General Qualifications.*—A candidate for a Regular commision must be unmarried, a British subject, and a son of British subjects and of pure European descent.

(*b*) *Cadet Colleges.*—The majority of officers obtain their commisions through the cadet colleges, the Royal Military Academy (for Royal Artillery, Royal Engineers, and Royal

* The above standard rates are subject to revision not exceeding 20 per cent., in accordance with the rise or fall in the cost of living. The reduction from 1st July, 1930, will be seven per cent., and further revisions may take place after 30th June, 1931.

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Corps of Signals), and the Royal Military College (for Household Troops, Cavalry, Infantry, and Royal Tank Corps).

The courses at these colleges last eighteen months and give the cadets a really good general education, similar to that at a university, with the added advantage of military discipline. Admission can be obtained by :—

(i) Successful competition at an Army Entrance Examination. The candidate should write to the Secretary, Civil Service Commission, Burlington Gardens, W.1, for the printed form of application. He must have attained the age of 18 years, but not have attained the age of 19 years, on the 1st July of the same year for a summer examination, and on the 1st January of the following year for a winter examination, and, normally, have obtained a School Certificate.

(ii) Nomination by the Army Council in the case of suitable candidates from approved schools, who are not in possession of school certificates but have qualified at an Army Entrance Examination.

(iii) Selection in the case of non-commissioned officers serving in the Regular Army, who must be under 23 years of age and in possession of an Army First Class Certificate of Education (or its equivalent). Candidates should apply to their superior officer. Details are given in the " Regulations under which non-commissioned officers of the Regular Army may be granted commissions as Second Lieutenants."

The normal rate of fees at the cadet colleges is £100 a term (£300 for the course of three terms), but the sons of serving, retired, or deceased officers of the Regular Naval, Military, and Air Forces are, subject to certain conditions, admitted at a normal rate of £60 a term. A limited number of cadets are also admitted at reduced rates on account of pecuniary need, at the discretion of the Army Council. In addition to the fee there is a charge of £65 at the Royal Military Academy and £55 at the Royal Military College for uniform, books, etc., on joining the cadet colleges, and of £15 at commencement of 3rd term, but, in the case of cadets admitted at reduced rates on account of pecuniary need, these amounts are also reduced. It is pointed out that the cadet receives his commission at the average age of 20 years, while for most professions the expenses of a boy's education have to be continued until he is considerably older.

A limited number of sons of officers who have fallen in action or died as a result of wounds or disease contracted on service and who have left their families in reduced circum-

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stances may be granted King's Cadetships. Applicants are selected for this award either during their schooldays, provided they have reached the age of 13 and are not over 18, or after entering into residence at either of the Cadet Colleges, as and when vacancies occur on the establishment laid down for King's Cadets. The basis of selection is that of the greatest pecuniary need. King's Cadets receive an educational allowance of £40 a year, if between the ages of 13 and 18, and pay no fees or charges whilst cadets at the cadet colleges.

The fees are reduced by £25 per annum in the case of those successful competitors at the Army Entrance Examination who are awarded prize cadetships by the Army Council.

There are also cadet scholarships granted to sons of army officers, priority being given to sons of those who gained commissions through an officer cadet unit.

In addition, there are several scholarships of £50 a year, tenable for 5 years, awarded on completion of the course at the cadet colleges.

In the case of N.C.O. cadets selected under (iii) above, the cost of tuition and messing at the cadet colleges is borne by Army funds.

Full information is given in the " Regulations respecting admission to the Royal Military Academy, Woolwich, and the Royal Military College, Sandhurst, and for first appointments therefrom to the Regular Army," which may be obtained from the Under Secretary of State, The War Office, S.W.1.

(*c*) *University Candidates.*—Candidates from the Universities are readily accepted in the Army and suffer in no respect by comparison with those from the cadet colleges. In some ways they gain an advantage, as their commissions are antedated 18 months so that they take the same seniority as their contemporaries who have spent 18 months at the cadet colleges, while they have all the advantage of 3 years at a university. Many of those who go up to a university have not settled on their career, and such undergraduates are invited to consider the prospects of life in the Army.

Candidates, who are nominated by a Board appointed by each University, must have attained the age of 21 years and not have attained the age of 24 years on 15th January for the winter nominations and on 15th July for the summer nominations. They must complete 3 years' residence and obtain a degree and a satisfactory certificate after 3 months' attachment at their own expense (six weeks if an efficient member of the Officers Training Corps) to a regular unit.

Full information is given in the " Regulations under which

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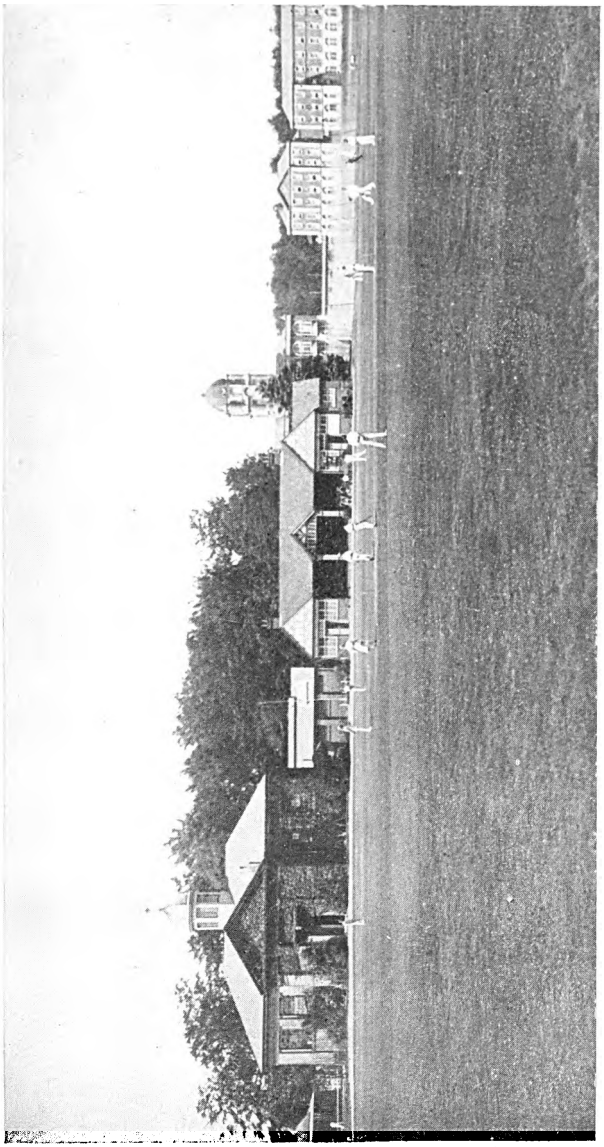
PLATE VIII.

(*To face page* 20.)



[*Photo.: Gale & Polden.*

ROYAL MILITARY COLLEGE, SANDHURST.

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commissions in the Regular Army may be obtained by University candidates," which may be obtained from the Under Secretary of State, The War Office, S.W.1.

(*d*) *Supplementary Reserve and Territorial Army Candidates.*—For those who have failed to enter the Army through the cadet colleges, perhaps because they did not make up their minds early enough, or are not going to a university, there still remains the possibility of a career in the Regular Army through the Supplementary Reserve or Territorial Army. Candidates will not be commissioned before they are 21 years of age.

Officers of the Supplementary Reserve and Territorial Army who have attained the age of 20½ years and have not attained the age of 25 years on 1st July for the June examination of the same year, and 1st January of the year following for the December examination, and who have fulfilled the conditions given below, may attend the final term examination at the Royal Military College, Sandhurst, with a view to qualifying for appointment to a regular commission in the Cavalry, Infantry, Royal Tank Corps, or Indian Army.

An officer of the Supplementary Reserve must have carried out the preliminary and one annual training, as laid down in paragraph 15 below, and must be approved at an interview.

A Territorial Army officer is required to do two annual trainings and a 6-weeks' attachment to a regular unit, the latter at his own expense. He must obtain satisfactory reports and be approved at an interview with his T.A. divisional commander.

In all cases the approval of the candidate's Commanding Officer is required, and it is to him, in the first place, that applications should be addressed. Full information is given in the " Regulations respecting the grant of permanent commissions to officers of the Supplementary Reserve and Territorial Army ", which may be obtained on application to the Under Secretary of State, The War Office, S.W.1.

(*e*) *Supplementary List, Regular Army Reserve of Officers—Candidates for Household Cavalry and Brigade of Guards.*—Candidates for permanent commissions in Household Cavalry and Foot Guards may be appointed to the Supplementary List of the Regular Army Reserve of Officers of these regiments.

Applications should be made to the Commanding Officer of the regiment which it is desired to join. Appointments are limited to the number of vacancies in the peace establishment of the regiment concerned.

An officer on this Supplementary List, who has been attached for a period of 18 months to the regiment which he eventually wishes to join, and who has passed the final term

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examination at the Royal Military College, may be granted a permanent commission. Full information is given in the Regulations, which may be obtained from the Under Secretary of State, The War Office, S.W.1.

(*f*) *Commissions in other Corps and Departments* :—

Royal Army Service Corps.—Officers are now appointed to this Corps only by transfer from other combatant branches.

Royal Army Medical Corps.—Candidates for commissions must be registered under the Medical Acts in force in the United Kingdom. Officers are gazetted as lieutenants (on probation), and after passing examinations in London and at Aldershot their commissions are confirmed. Full information is given in the " Regulations for admission to the Royal Army Medical Corps," which may be obtained from any bookseller.

Army Dental Corps.—Candidates for commissions must hold a degree or licence in dental surgery. Those who are successful in the competitive examination in dental science are gazetted as lieutenants. Full information is given in the " Regulations for admission to the Army Dental Corps," which may be obtained from any bookseller.

Royal Army Ordnance Corps.—Officers are normally obtained by transfer from combatant branches of the Service.

Civilian candidates who have served an apprenticeship of not less than 3 years with an approved engineering firm and have passed Sections " A " and " B " for the examination for Associate Membership of the Institute of Mechanical Engineers or its equivalent, may obtain commissions as Ordnance Mechanical Engineers after a special examination. Officers are on probation during their training at the Military College of Science, Woolwich, and at the Royal Army Ordnance Corps School of Instruction and then for six months at duty.

Full information is given in the " Regulations for the appointment of Ordnance Mechanical Engineers, Royal Army Ordnance Corps, 1929," which may be obtained from the Under Secretary of State, The War Office, S.W.1.

Royal Army Veterinary Corps.—Candidates for commissions must be Members or Fellows of the Royal College of Veterinary Surgeons, over 21 and under 28 years of age, and unmarried. Full information is given in the " Regulations for admission to the Royal Army Veterinary Corps," which may be obtained from any bookseller.

Royal Army Chaplains' Department.—Chaplains are appointed by the Secretary of State for War on the nomination of the accredited representatives of the various denominations (*see* the Monthy Army List).

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Royal Army Pay Corps.—Combatant officers with not less than 5 years' commissioned service who are not over the age of 35 years may be appointed to this corps on probation.

Army Educational Corps.—Appointments by a specially constituted Board of Selection from University candidates with at least 3rd Class honours, and transfers from other branches of the Army.

II. SUPPLEMENTARY RESERVE OF OFFICERS.

11. *Object.*

The Supplementary Reserve is required to complete the Expeditionary Force to war establishment and maintain it in the field for the first few months of war.

12. *Composition.*

The Supplementary Reserve of Officers is divided into three categories :—

Category A : Transportation (Railway Company personnel only) ;

Category B : Cavalry, Royal Engineers, Royal Corps of Signals, Foot Guards, Infantry of the Line, Royal Tank Corps and Royal Army Service Corps ; and

Category C : Postal Section (G.P.O. personnel only), certain Royal Army Service Corps and Royal Army Medical Corps officers who do no training in peace, as they will carry out duties in war similar to those of their profession or occupation in civil life.

Most officers are appointed to the Supplementary Reserve of regular units, but some belong to the Supplementary Reserve units of the Royal Engineers and Royal Corps of Signals.

13. *Obligations.*

Supplementary Reserve officers are liable to be called out on service when the Army Reserve is called out by Proclamation. The regulations provide, however, that the liability to be called out specially in aid of the civil power will not be enforced. In return for their obligations officers who have carried out the prescribed training are granted an annual gratuity of £25, payable in arrear, in addition to daily pay and allowances when actually on duty, provided that they have their permanent residence in Great Britain or Northern Ireland.

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14. *Qualifications.*

A candidate must—

(*a*) be a British subject, the son of British subjects, and of pure European descent;

(*b*) have attained the age of 18 years, but not be over the age of 30 for most branches;

(*c*) be medically fit for general service.

15. *Training.*

(*a*) *Cavalry, Foot Guards, Infantry, and Royal Tank Corps :—*

(i) *Preliminary Training.*—As Supplementary Reserve officers may be required as leaders soon after they are called up, a thorough preliminary training in duties in the field is required.

This preliminary training in the case of Cavalry and Royal Tank Corps is for 2, 3, or 4 months, and in the case of Foot Guards and Infantry for 1, 2, or 3 months, according to whether Certificate " B " O.T.C., Certificate " A " O.T.C., or no Certificate is held.

Preliminary training may be spread over a period of 4 years, provided that not less than one month's training is carried out in any one year and that the training is carried out in consecutive years.

Candidates for the Infantry are recommended to join the regiment of the county in which they reside. They will then be near the regimental depot where they will carry out any period of preliminary training up to 2 months in the first year. Any further period of preliminary training will normally be carried out with the regular home battalion of the officer's regiment.

(ii) *Annual Training.*—The period of annual training for all the above arms is 3 weeks each calendar year. This period may be reduced to 1 week a year or 2 weeks in alternate years, when the period of preliminary training has been extended by 3 months. As officers of the Supplementary Reserve normally train with the regular unit which they will join on mobilization, candidates may be assured that if they show themselves to be suitable and anxious to become efficient they will receive every encouragement.

There are no further calls on an officer's time outside this annual training, and these conditions may suit those who cannot spare time for the drills required in the Territorial Army.

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(*b*) *Royal Engineers :—*

(i) Preliminary training	...	Works — 24 days; other branches 14 days.
(ii) Annual training :—		
Officers not in units	...	Works — 15 days every 2 years; other branches—12 days every third year.
Officers in units...	...	Transportation — 15 days camp. Army troops and electrical and mechanical companies—10 drills, course of musketry, and about 15 days' camp.

(*c*) *Royal Corps of Signals :—*

(i) Preliminary training	...	21 days.
(ii) Annual training :—		
Officers not in units	...	14 days.
Officers in units...	...	15 drills annually, course of musketry, and about 15 days' camp.

(*d*) *Royal Army Service Corps :—*

(i) Preliminary training	...	4 weeks.
(ii) Annual training ...	...	7 days every second year.

(*e*) *Royal Army Medical Corps :—*

(i) Preliminary training	...	Nil when Certificate "B" (Medical) O.T.C. is held. 3 weeks when Certificate "A" (Medical) O.T.C. is held. 6 weeks when neither certificate is held.
(ii) Annual training ...	...	14 days.

(*f*) *General.*—All officers train with regular units except Royal Engineers and Royal Corps of Signals officers, who are posted or attached to Supplementary Reserve or Territorial Army units.

Category C officers do no training.

16. *Pay, etc.*

(*a*) *Outfit Grant.*—In order to assist officers in the expenditure on uniform, an outfit grant of £50 is given to officers appointed to the Cavalry and £40 to officers appointed to other arms.

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(*b*) *Pay and Allowances.*—The current rates of pay and allowances are generally the same as for regular officers, which are given in the Appendix, but Supplementary Reserve officers are paid for days employed on duty only and are not recognized as married for the purposes of allowances in peace.

17. *Promotion.*

(*a*) *Officers (other than R.A.M.C.).*—A 2nd lieutenant will be promoted to the rank of lieutenant on completion of 3 years' service, provided he is recommended by his commanding officer. Officers on the establishment of a unit will be promoted to fill vacancies, provided they are qualified.

After 10 years' service, officers not in units will cease to belong to the Supplementary Reserve. They will be promoted to the rank of captain (subject in the case of officers of Category B, to their passing the prescribed examination) if they wish to continue to belong to the Regular Army Reserve of Officers.

(*b*) *R.A.M.C.*—An officer of the R.A.M.C. will be eligible for promotion to captain after 3½ years' commissioned service, and if of Category B, to the rank of major after 12 years' service, when he will cease to belong to the Supplementary Reserve.

18. *Regular Commissions.*

A Supplementary Reserve officer who finds military life attractive, has an opportunity of obtaining a regular commission by passing the final term examination at the Royal Military College, Sandhurst, if he is between the ages of 21 and 25 (*see* para. 10 (*d*)). For this examination the candidate should continue his general education under private arrangements.

19. *Resignations.*

An officer may apply at any time to resign his commission in the Supplementary Reserve. If he has not served 4 years, he will be required to refund a proportion of his outfit grant.

20. *Applications for Commissions.*

Applications for commissions will be submitted on Army Form B. 201, in accordance with the instructions contained in that Form. Forms of application and copies of the pamphlet "Supplementary Reserve of Officers, Conditions of Service, 1929," may be obtained from Officers Commanding Regular units (including depots), contingents of the O.T.C., or from the Under Secretary of State, The War Office.

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III. TERRITORIAL ARMY.

21. *Object.*

The Expeditionary Force, formed by the Regular Army at home and brought up to war establishment by the Regular and Supplementary Reserve, is only sufficient for a minor campaign. For greater emergencies a national framework is required in peace, on which the forces for a national effort can be developed. This need is met by the Territorial Army.

22. *Composition.*

The Territorial Army is organized into 14 divisions and 2 cavalry brigades, and also furnishes the greater part of the units of the land forces required for the air and coast defence of the United Kingdom. Units are scattered throughout the country and training is limited to such work as can be performed by a civilian population. The organization must rest on civilian foundations so as to ensure that it retains the sympathy of the nation. Territorial Army units are therefore, except when in training, administered by County Associations, which are composed of representatives of local interests and of the units raised in the County. The whole organization is based on county lines and the officers and men are drawn from the same county. Thus is the county spirit maintained, and with it are blended the traditions of the Regular Army parent unit from which training instructors are drawn and with which the closest liaison is encouraged.

The degree of efficiency of a Territorial Army unit is dependent on the individual and collective efforts of Territorial officers.

23. *Obligations.*

A Territorial officer must come up for full time military service at home when the Territorial Army is embodied. He is also liable for service overseas, but only when the Territorial Army has been embodied by Royal Proclamation and the despatch of the Territorial Army overseas has been authorized by Parliament.

An officer of an anti-aircraft unit must also undertake to come up for service during a period of national emergency when called upon to do so.

24. *Qualifications.*

A candidate must—

(*a*) be a British subject, the son of British subjects, and of pure European descent;

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(*b*) have attained the age of 18 years, but not be over the age of 31 ;
(*c*) be medically fit for general service ;
(*d*) have his permanent residence in Great Britain or Northern Ireland ;
(*e*) have obtained Certificate " A " O.T.C., or undertake to pass the examination for Certificate " A " O.T.C., within 3 years of being commissioned. Holders of Certificate " B " are eligible for an ante-date of 6 months.

25. *Training.*

Training consists of—
(*a*) Drills and parades carried out at the unit drill hall.
(*b*) Regimental exercises and weapon training.
(*c*) Annual training in camp (15 days).
(*d*) Voluntary courses and attachments to regular units and establishments, from which great benefit can be obtained.

All Territorial units are provided with drill halls, giving good facilities for training as well as catering for recreational attractions.

Opportunities occur for rifle shooting, and in many units for either riding horses or the driving and care of mechanical vehicles. The annual training in camp provides a healthy change with plenty of interest and congenial companionship.

26. *Pay, etc.*

(*a*) *Outfit Grant.*—In order to assist officers in the expenditure on uniform an outfit grant of £50 is given to officers appointed to the Yeomanry and Royal Horse Artillery and £40 to officers appointed to other arms subject to an agreement that they will serve for four years, be efficient for each of the four years and obtain satisfactory reports from their commanding officers.

(*b*) *Pay and Allowances.*—The current rates of pay and allowances are normally the same as for regular officers, which are given in the Appendix, but Territorial Army officers are paid for days employed on duty only and are not recognized as married for the purpose of allowances in peace.

Territorial Army officers may receive special allowances for travelling to drill halls, regimental exercises, and week-end camps, so as to ensure that they are not out of pocket by performing such duties.

27. *Promotion and Awards.*

Officers who pass the examinations, which consist of tactical exercises without troops, and are recommended, may

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receive promotion up to the rank of lieutenant-colonel and possibly higher.

Officers may be promoted to the rank of brevet major and brevet lieutenant-colonel for good work in either peace or war. A lieutenant-colonel, after 4 years in command, is eligible for promotion to the rank of brevet colonel.

The Territorial Decoration is a reward for long and meritorious service of proved capacity in the Territorial Army. To be eligible an officer must have completed 20 years' commissioned service on the Active List of the Territorial Army and be recommended.

28. *Regular Commissions.*

Territorial Army officers who find military life attractive, have an opportunity of obtaining a regular commission by passing the final term examination at the Royal Military College, Sandhurst, if they are between the ages of 21 and 25 (*see* para. 10 (*d*)). For this examination the candidate should continue his general education under private arrangements.

29. *Resignation.*

An officer may apply at any time to resign his commission in the Territorial Army. If he has not served 4 years, he will be normally required to refund a proportion of his outfit grant.

30. *Applications for Commissions.*

A candidate should communicate with the Officer Commanding the unit or with the Secretary of the Territorial Army Association of the district in which he desires to serve.

Applications for commissions will be submitted on Army Form E. 536, in accordance with the instructions contained in that Form. Forms of application and copies of the pamphlet " Territorial Army Officers—Conditions of Service " may be obtained from the Officers Commanding Territorial Army units, Contingents O.T.C., or from the Under-Secretary of State, The War Office, S.W.1.

IV. TERRITORIAL ARMY RESERVE OF OFFICERS.

31. *Object.*

The Territorial Army Reserve of Officers is designed to ensure that the units of the Territorial Army shall be complete as regards officers on embodiment (*i.e.* when called up

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for service on mobilization), and also to make good wastage subsequent to embodiment.

32. *Obligations.*

As in paragraph 23.

33. *Qualifications.*

A candidate from the O.T.C. must hold Certificate "A" and be nominated by the Officer Commanding his contingent and his headmaster.

34. *Training.*

Attendance at drill, musketry, or annual camp is voluntary and with the permission of the Commanding Officer of the unit. Officers will receive pay and allowances as for Territorial Army officers during annual camp, provided there is a vacancy in the establishment.

Uniform must be worn at all training, but no outfit grant is admissible.

35. *Promotion.*

A 2nd lieutenant may be promoted lieutenant on completing 3 years' service, but there will be no further promotion whilst serving in the Reserve.

36. *Application for Commissions.*

Applications for commissions will be submitted on Army Form E. 536, which may be obtained from Officers Commanding contingents of the O.T.C. and which will be forwarded to the War Office after completion of Parts I to V.

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APPENDIX.

PAY AND ALLOWANCES.

The following are some typical rates of pay and allowances showing the current rates of the highest posts in the Army to which an officer can rise and those at which he starts.*

* These current rates are 7% below the standard rates. The total reductions cannot exceed 20% whatever the fall in the cost of living.

	Approximate total per annum with allowances (Married).
War Office.	£
Chief of the Imperial General Staff	4,650
Other Military Members of the Army Council :—	
If a General	3,640
If a Lieutenant-General	3,069
Director, Grade "A"	1,980
1st Grade Staff Officer	1,238
2nd Grade Staff Officer, after 5 years' service as Major	970
2nd Grade Staff Officer	879
3rd Grade Staff Officer, after 15 years' commissioned service...	804
3rd Grade Staff Officer	713
Commands.	
G.O.C. in C. 1st Class	3,981
G.O.C. in C. 2nd Class	3,069
Major-General (Divisional Commander)... ...	2,123
Brigadier	1,460
1st Grade Staff Officer	1,206
2nd Grade Staff Officer, after 5 years' service as Major	938
2nd Grade Staff Officer	847
Brigade Major	750
3rd Grade Staff Officer, after 15 years' commissioned service...	750
3rd Grade Staff Officer	665

	Approximate total per annum with allowances.	
	Unmarried.	Married.
Regimental Officers.	£	£
Lieut.-Colonel with command pay ...	1,142	1,189

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	Approximate total per annum with allowances. Unmarried.	Married.
	£	£
Major, after 5 years' service as such ...	750	826
Major	659	735
Captain, after 15 years' commissioned service	528	637
Captain	443	552
Lieutenant, with 7 years' commissioned service	357	429
Lieutenant	309	—
2nd Lieutenant	272	—
Additional Pay.		
Adjutant, Regular	91	91
Acting Adjutant, Depot } Adjutant, T.A. }	45	45

Note.—Allowances are for rations, lodging, fuel and light, but most officers are provided with these in kind. Most officers have the use of a soldier servant, and mounted officers are supplied with forage and stabling for the number of horses they require for their duties.

Corps, etc., Pay.—Officers of the Royal Engineers, Royal Corps of Signals, and Royal Army Service Corps, who hold the necessary qualifications, as laid down in the Pay Warrant, receive in addition, corps, etc., pay at the following rate per annum :—

	£
Lieutenant-Colonel	119
Major	85
Captain	52
Lieutenant and 2nd lieutenant	33

Royal Army Service Corps officers, who have only a military but not a civilian professional qualification, receive corps pay at a lower rate per annum as follows :—

	£
Lieutenant-Colonel	79
Major	58
Captain	33
Lieutenants and 2nd lieutenants	21

Royal Army Medical Corps.

As an officer of the Royal Army Medical Corps has to complete his course as a medical student before appointment, he is unable to obtain his commission until later than his

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contemporary in the combatant branches. He accordingly receives better pay at the start and quicker promotion. An officer joins as a lieutenant and receives with allowances a total of £497 a year. He is eligible for promotion to captain after 3½ years', and major after 12 years', commissioned service, if he is otherwise qualified. Promotion to lieutenant-colonel is by selection to complete establishment, and a lieutenant-colonel after 3 years' service as such receives with allowances for a married officer £1,299 a year. Further promotion by selection may be made to colonel and major-general, the pay of the latter with allowances for a married officer amounting to £2,038 a year.

A limited number of officers who qualify as specialists in the chief branches of medicine and surgery are granted specialist pay amounting to £91 annually.

An officer who is commissioned after holding an approved appointment in a recognized civil hospital may be granted an ante-date covering the period of his appointment but not exceeding 12 months, provided that the interval between the termination of appointment and date of entry into the service shall not ordinarily exceed six months.

Similarly, an officer who on entry is about to hold an approved appointment in a recognized civil hospital may be seconded for the period, not exceeding one year, during which he holds the appointment.

For periods of ante-date and secondment under above conditions no pay is issuable from Army Funds, but the periods reckon towards promotion, increase of pay, gratuity or pension.

Army Dental Corps.

Conditions of promotion in the Army Dental Corps are generally similar to that in the Royal Army Medical Corps, but the pay is slightly less. An officer joins as a lieutenant and receives with allowances £464 a year, and a lieutenant-colonel with 3 years' service as such receives with allowances for a married officer £1,256 a year.

Ante-dates and secondments are granted to officers on appointment if they have held or are about to hold an appointment in a recognized civil dental hospital, or the dental department of a recognized civil general hospital, under conditions similar to those in the Royal Army Medical Corps, except that the maximum period admissible is six months.

Ordnance Mechanical Engineers.

A candidate is commissioned as a lieutenant in the Royal Army Ordnance Corps on appointment as Ordnance Mechanical

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Engineer, 4th Class. His pay with allowances is £427 a year. He is eligible for promotion to 3rd Class (captain) after 6 years' service. On promotion to 1st Class with the rank of lieutenant-colonel, a married officer's pay with allowances is £1,128 a year.

Royal Army Veterinary Corps.

A lieutenant in the Royal Army Veterinary Corps receives £464 a year on joining. If qualified he is promoted captain after 5 years' service and major after 10 years' service. Promotion to lieutenant-colonel is by selection, and a lieutenant-colonel after 3 years' service as such receives with allowances for a married officer, a total of £1,086 a year.

Further promotion is made by selection from the list of lieutenant-colonels to colonel with pay and allowances of £1,206 a year. The Corps is administered by a director with the rank of major-general, who is selected from the list of colonels, and whose pay and allowances are £1,630 a year.

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